

ER FILE

Executive Registry
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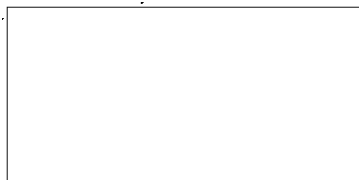
MEMORANDUM FOR: Director of Personnel

FROM: Executive Assistant to the DDCI

1. The DDCI continues to receive periodic inquiries about why CIA has retained a "rank-in-the-position" SIS structure while the rest of government allegedly has gone to a "rank-in-the-person" system for their SES structures.

2. The new SIS step levels will provide everyone the opportunity to reach the Federal pay cap level of \$63,800 and may bring these questions to an end. Nonetheless, the DDCI would appreciate your views on whether or not we are placing unnecessary restrictions on ourselves. Might we not profit from a little more flexibility, perhaps by wider application of the "rank-in-the-person" concept as sometimes practiced in the DDO?

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cc: Executive Director



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